

RESOLUTION NO. 4275

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF
THE CITY OF WESTMINSTER PROVIDING FOR A
COMPENSATION PLAN FOR THE EMPLOYEES
REPRESENTED BY THE WESTMINSTER MUNICIPAL
EMPLOYEES' ASSOCIATION

WHEREAS, the City and the Westminster Municipal Employees' Association (WMEA) have memorialized an agreement in a written Memorandum of Understanding (MOU) that was adopted by the City Council on September 12, 2007; and

WHEREAS, the MOU includes a provision for salary increases.

The Mayor and City Council of the City of Westminster do hereby resolve as follows:

SECTION 1. REGULAR FULL-TIME SERIES. All full-time employees in classifications represented by the WMEA shall be assigned to a classification with a salary range as set forth in Sections 2 and 3 below.

SECTION 2. ADOPTION OF WMEA PAY STRUCTURE. The WMEA Pay Structure that lists the monthly salaries for each step A through G for each range number is attached hereto as Exhibit A and made a part hereof.

SECTION 3. ALLOCATION TO SALARY RANGE. The following classifications are allocated to salary ranges through designation of a range number as follows:

<u>CLASSIFICATION TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE</u>
Account Clerk	14	\$3,084 - \$4,133
Accounting Technician	19	\$3,490 - \$4,676
Administrative Assistant I	14	\$3,084 - \$4,133
Building Maintenance/Repair Supervisor	26	\$4,148 - \$5,559
Building Maintenance/Repair Worker	14	\$3,084 - \$4,133
Building Supervisor	29	\$4,467 - \$5,986
Business License & Permit Technician	15	\$3,161 - \$4,236
Business License Inspector	21	\$3,667 - \$4,913
Career Services Specialist	19	\$3,490 - \$4,676
Code Enforcement Officer	24	\$3,948 - \$5,291
Combination Building Inspector	27	\$4,253 - \$5,698
Community Development Specialist	19	\$3,490 - \$4,676
Community Services Representative	14	\$3,084 - \$4,133
Computer Services Technician	15	\$3,161 - \$4,236

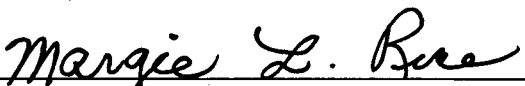
Cross Connection Inspector	22	\$3,758 - \$5,036
Customer Services Representative	11	\$2,864 - \$3,838
Deputy City Clerk	15	\$3,161 - \$4,236
Engineering Technician	24	\$3,948 - \$5,291
Equipment Mechanic	22	\$3,758 - \$5,036
Equipment Operator	20	\$3,577 - \$4,793
Facilities Supervisor	26	\$4,148 - \$5,559
Gang/Drug Intervention & Prevention Specialist	16	\$3,239 - \$4,342
General Clerk	8	\$2,658 - \$3,564
Leadworker	22	\$3,758 - \$5,036
Maintenance Worker I	14	\$3,084 - \$4,133
Maintenance Worker II	17	\$3,322 - \$4,451
Maintenance Worker III	20	\$3,577 - \$4,793
Mechanic	20	\$3,577 - \$4,793
Mechanic/Body Repair Worker	22	\$3,758 - \$5,036
NPDES Inspector	27	\$4,253 - \$5,698
Payroll Clerk	14	\$3,084 - \$4,133
Personnel Secretary	15	\$3,161 - \$4,236
Printing Services Technician	15	\$3,161 - \$4,236
Public Information Clerk	11	\$2,864 - \$3,838
Public Works Inspector	27	\$4,253 - \$5,698
Public Works Maint Supervisor	29	\$4,467 - \$5,986
Public Works Specialist	21	\$3,667 - \$4,913
Purchasing Technician	21	\$3,667 - \$4,913
Receptionist Clerk	11	\$2,864 - \$3,838
Records Clerk	14	\$3,084 - \$4,133
Recreation Coordinator	16	\$3,239 - \$4,342
Senior Account Clerk	15	\$3,161 - \$4,236
Senior Building Maintenance/Repair Tech II	24	\$3,948 - \$5,291
Senior Building Maintenance/Repair Worker	22	\$3,758 - \$5,036
Senior Code Enforcement Officer	27	\$4,253 - \$5,698
Senior Combination Building Inspector	29	\$4,467 - \$5,986
Senior Programs Coordinator	12	\$2,936 - \$3,934
Shop Forman	26	\$4,148 - \$5,559
Stenographer Clerk	11	\$2,864 - \$3,838
Sweeper Operator	18	\$3,404 - \$4,562
Training Coordinator/Crew Leader	26	\$4,148 - \$5,559

SECTION 4. ALL RESOLUTIONS IN CONFLICT, ETC. All resolutions of the City of Westminster in conflict herewith are hereby repealed.


SECTION 5. EFFECTIVE DATE. This resolution shall be effective January 9, 2010.

PASSED, APPROVED AND ADOPTED this 16th day of December 2009, by the following vote:

AYES: COUNCIL MEMBERS: RICE, FRY, QUACH, TA, DIEP
NOES: COUNCIL MEMBERS: NONE
ABSENT: COUNCIL MEMBERS: NONE

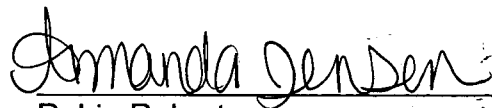

MARGIE L. RICE, MAYOR

ATTEST:


for ROBIN ROBERTS, CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF ORANGE)ss
CITY OF WESTMINSTER)

I, ROBIN ROBERTS, hereby certify that I am the duly appointed City Clerk of the City of Westminster, and the foregoing resolution was duly adopted at an adjourned regular meeting of the City Council of the City of Westminster held on the 16th day of December 2009.


for Robin Roberts
City Clerk

RESOLUTION NO. 4275 - EXHIBIT "A"

CITY OF WESTMINSTER
WMEA SALARY MATRIX
EFFECTIVE JANUARY 9, 2010

Pay Schedule	Range #	Step A	Step B	Step C	Step D	Step E	Step F	Step G
WMEA	1	\$2,237	\$2,349	\$2,466	\$2,589	\$2,718	\$2,854	\$2,997
WMEA	2	\$2,293	\$2,408	\$2,528	\$2,654	\$2,787	\$2,926	\$3,072
WMEA	3	\$2,350	\$2,467	\$2,590	\$2,720	\$2,856	\$2,999	\$3,149
WMEA	4	\$2,410	\$2,530	\$2,656	\$2,789	\$2,928	\$3,074	\$3,228
WMEA	5	\$2,469	\$2,592	\$2,722	\$2,858	\$3,001	\$3,151	\$3,309
WMEA	6	\$2,530	\$2,657	\$2,790	\$2,930	\$3,076	\$3,230	\$3,392
WMEA	7	\$2,594	\$2,724	\$2,860	\$3,003	\$3,153	\$3,311	\$3,477
WMEA	8	\$2,658	\$2,791	\$2,931	\$3,078	\$3,232	\$3,394	\$3,564
WMEA	9	\$2,726	\$2,862	\$3,005	\$3,155	\$3,313	\$3,479	\$3,653
WMEA	10	\$2,793	\$2,933	\$3,080	\$3,234	\$3,396	\$3,566	\$3,744
WMEA	11	\$2,864	\$3,007	\$3,157	\$3,315	\$3,481	\$3,655	\$3,838
WMEA	12	\$2,936	\$3,083	\$3,237	\$3,399	\$3,569	\$3,747	\$3,934
WMEA	13	\$3,009	\$3,159	\$3,317	\$3,483	\$3,657	\$3,840	\$4,032
WMEA	14	\$3,084	\$3,238	\$3,400	\$3,570	\$3,749	\$3,936	\$4,133
WMEA	15	\$3,161	\$3,319	\$3,485	\$3,659	\$3,842	\$4,034	\$4,236
WMEA	16	\$3,239	\$3,401	\$3,571	\$3,750	\$3,938	\$4,135	\$4,342
WMEA	17	\$3,322	\$3,488	\$3,662	\$3,845	\$4,037	\$4,239	\$4,451
WMEA	18	\$3,404	\$3,574	\$3,753	\$3,941	\$4,138	\$4,345	\$4,562
WMEA	19	\$3,490	\$3,664	\$3,847	\$4,039	\$4,241	\$4,453	\$4,676
WMEA	20	\$3,577	\$3,756	\$3,944	\$4,141	\$4,348	\$4,565	\$4,793
WMEA	21	\$3,667	\$3,850	\$4,042	\$4,244	\$4,456	\$4,679	\$4,913
WMEA	22	\$3,758	\$3,946	\$4,143	\$4,350	\$4,568	\$4,796	\$5,036
WMEA	23	\$3,852	\$4,045	\$4,247	\$4,459	\$4,682	\$4,916	\$5,162
WMEA	24	\$3,948	\$4,145	\$4,352	\$4,570	\$4,799	\$5,039	\$5,291
WMEA	25	\$4,048	\$4,250	\$4,462	\$4,685	\$4,919	\$5,165	\$5,423
WMEA	26	\$4,148	\$4,355	\$4,573	\$4,802	\$5,042	\$5,294	\$5,559
WMEA	27	\$4,253	\$4,466	\$4,689	\$4,923	\$5,169	\$5,427	\$5,698
WMEA	28	\$4,358	\$4,576	\$4,805	\$5,045	\$5,297	\$5,562	\$5,840
WMEA	29	\$4,467	\$4,690	\$4,925	\$5,171	\$5,430	\$5,701	\$5,986
WMEA	30	\$4,580	\$4,809	\$5,049	\$5,301	\$5,566	\$5,844	\$6,136
WMEA	31	\$4,693	\$4,928	\$5,174	\$5,433	\$5,705	\$5,990	\$6,289
WMEA	32	\$4,810	\$5,051	\$5,304	\$5,569	\$5,847	\$6,139	\$6,446
WMEA	33	\$4,930	\$5,176	\$5,435	\$5,707	\$5,992	\$6,292	\$6,607
WMEA	34	\$5,053	\$5,306	\$5,571	\$5,850	\$6,143	\$6,450	\$6,772
WMEA	35	\$5,179	\$5,438	\$5,710	\$5,995	\$6,295	\$6,610	\$6,941
WMEA	36	\$5,309	\$5,574	\$5,853	\$6,146	\$6,453	\$6,776	\$7,115
WMEA	37	\$5,442	\$5,714	\$6,000	\$6,300	\$6,615	\$6,946	\$7,293
WMEA	38	\$5,578	\$5,857	\$6,150	\$6,457	\$6,780	\$7,119	\$7,475
WMEA	39	\$5,718	\$6,004	\$6,304	\$6,619	\$6,950	\$7,297	\$7,662
WMEA	40	\$5,861	\$6,154	\$6,462	\$6,785	\$7,124	\$7,480	\$7,854
WMEA	41	\$6,008	\$6,308	\$6,623	\$6,954	\$7,302	\$7,667	\$8,050
WMEA	42	\$6,158	\$6,466	\$6,789	\$7,128	\$7,484	\$7,858	\$8,251
WMEA	43	\$6,310	\$6,626	\$6,957	\$7,305	\$7,670	\$8,054	\$8,457
WMEA	44	\$6,468	\$6,791	\$7,131	\$7,488	\$7,862	\$8,255	\$8,668
WMEA	45	\$6,630	\$6,962	\$7,310	\$7,675	\$8,059	\$8,462	\$8,885
WMEA	46	\$6,795	\$7,135	\$7,492	\$7,867	\$8,260	\$8,673	\$9,107
WMEA	47	\$6,966	\$7,314	\$7,680	\$8,064	\$8,467	\$8,890	\$9,335
WMEA	48	\$7,139	\$7,496	\$7,871	\$8,265	\$8,678	\$9,112	\$9,568
WMEA	49	\$7,318	\$7,684	\$8,068	\$8,471	\$8,895	\$9,340	\$9,807
WMEA	50	\$7,501	\$7,876	\$8,270	\$8,683	\$9,117	\$9,573	\$10,052